

ALEBA

A UNION FOR ALL

PROGRAM 2024 – 2029

EMPLOYMENT

Uncompromisingly defending employment in the Grand Duchy of Luxembourg

Preserve jobs by reducing working hours, given the rise of robotics and artificial intelligence in our society

Ensure that all employees have full access to training, whether ongoing or for retraining, to enable them to enhance their skills, adapt to changing professional environments and meet the challenges of digitalization

Combat outsourcing and set up mechanisms to penalize or financially compensate companies that use it

Lower the redundancy thresholds that trigger redundancy plans

Improve support for early retirement



PURCHASING POWER

Against freezing/deferring the index and aligning the tax scale with the index to reduce tax burden on wage earners

Support the introduction of a new, fairer and more modern form of income taxation

LAW

Uncompromising compliance with the law, from Labor Law to Jurisprudence

Protecting employees facing illness as a priority, and especially the rights of employees with long-term illnesses

Protect employees who take extraordinary leave, such as maternity leave, parental leave, social leave, etc.

Abolish or modernize outdated or discriminatory laws or discriminatory laws



COLLECTIVE AGREEMENTS

Reach 80% of employees covered by collective labor agreements all sectors combined

Negotiate, improve, or create high-quality Collective Labour Agreements (CLA) that truly take into account the reality of employees, their needs and their interests.

Reject company agreements designed to circumvent legislation on redundancy plans, collective redundancies or multiparty contracts

WORK-LIFE BALANCE

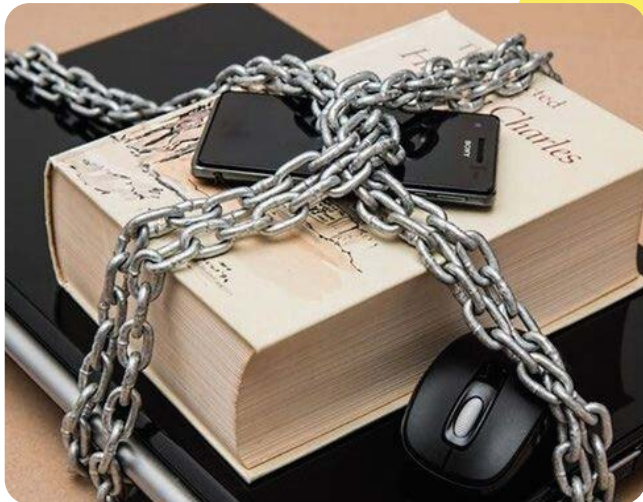
Establish part-time work as a right

Enforce legislation on working hours and the right to digital disconnection

Support all initiatives aimed at new employability (wherever possible: telecommuting, teleworking, flexible working hours, Time Savings Accounts, etc.) and age management. in the workplace

Further strengthen the right to parental and unpaid leave

Institutionalize leave for seriously ill children or for family caregivers



PARITY AND DIVERSITY

Promote greater diversity and parity between men and women, particularly in employee representative bodies

Ensure that each employee community is properly represented (residents, German, Belgian and French border workers, etc.)

Taking concrete action in favor of inclusion, particularly for employees affected by disabilities



THE FINANCIAL SECTOR

Expand the financial sector to include investment funds, consulting and PSFs

Negotiate collective labor agreements for the investment fund and brokerage sectors

Negotiate and legislate on the issue of out-of-agreement workers

Remove any ambiguities in the compensation of hours worked on statutory holidays



To always defend you better !

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More information at www.aleba.lu

A Luxembourg association for all employees with a need for assistance